



## CONGRESSIONAL BUDGET OFFICE COST ESTIMATE

July 2, 1999

### **H.R. 1381**

#### **Rewarding Performance in Compensation Act**

*As ordered reported by the House Committee on Education and the Workforce  
on June 23, 1999*

H.R. 1381 would amend the Fair Labor Standards Act of 1938 to provide that an employee's regular rate of compensation for purposes of calculating overtime compensation will not be affected by additional payments, such as performance bonuses. CBO estimates that enactment of H.R. 1381 would have no significant impact on the federal budget. Because the bill would not affect direct spending or receipts, pay-as-you-go procedures would not apply.

H.R. 1381 contains no intergovernmental or private-sector mandates as defined in the Unfunded Mandates Reform Act and would impose no net costs on state, local, or tribal governments.

This estimate was prepared by Christina Hawley Sadoti (federal cost), Susan Sieg (impact on state, local, and tribal governments), and Karuna Patel (impact on the private sector).

This estimate was approved by Paul N. Van de Water, Assistant Director for Budget Analysis.